



**Executive Committee
National Board of Directors**

MEETING

**November 1, 2003
Newark, New Jersey**

ASPIRA Association, Inc.
Executive Committee
National Board of Directors Meeting
November 1, 2003, 2003

Hilton Newark Airport
Newark, New Jersey

SCHEDULE

Friday, October 30, 2003

2:00 pm – 7:00pm
7:00 pm – 9:00 pm

Arrival at Hilton Newark Airport
Dinner

Saturday, November 1, 2003

8:30 – 9:00am

Continental Breakfast

9:00 – 12:00 noon

Meeting, Executive Committee

12:00 noon – 1:00pm

Lunch

1:00 – 4:00 pm

Meeting, Executive Committee

4:00 – 7:00pm

Departure

1	Proposed Agenda
2	Executive Committee Minutes 8/03
3	National Board Minutes 8/03
4	Associate's Reports
5	Chairperson's Report
6	ASPIRANTE Alumni
7	Student Affairs Committee Report
8	Treasurer's Report
9	President's Report
10	New Business



Executive Committee
National Board of Directors Meeting
ASPIRA Association
November 1, 2003
Newark, New Jersey

PROPOSED AGENDA

- 1.0 * Approval of the Agenda
- 2.0 * Review and approval of the Minutes of the August, 2003 Executive Committee Meeting
- 3.0 Review of the minutes of the Minutes of the August, 2003 National Board of Directors Meeting
- 4.0 Associates' Reports
- 5.0 Chairperson's Report
- 6.0 ASPIRANTES Alumni Association
- 7.0 Student Affairs Committee Report: National ACF, SAC Funding
- 8.0 Treasurer's Report-
 - * Approval of the FY 2004 Proposed Budget
 - Revenue and Expenditures Report
 - Endowment Fund Report
 - Report on Audit FY 2003
- 9.0 President's Report
- 10.0 New Business
- 11.0 Adjourn

* Action Items

Notes

ASPIRA Association, Inc.
Executive Committee Meeting
August 8, 2003
Newark, New Jersey

Members Present

Ms. Myrna M. Rivera, S.I.M.C.
Chair of the Board

Mr. Wilfredo Matos, Vice Chair
Program, Chairperson, ASPIRA of
Connecticut

Ms. Helga Umpierre, Vice Chair
Personnel, Chairperson,
ASPIRA, Inc. of Puerto Rico

Ms. Lydia Hernández, Treasurer,
Chairperson, ASPIRA Inc., of
Pennsylvania

Ms. Sonia Sánchez, Secretary
Chairperson, ASPIRA Inc., of Illinois

Mr. Angelo González
Chairperson ASPIRA Inc, of Florida

Ms. Kelly Rodríguez,
Chair Student Affairs Committee
Student Representative
ASPIRA, Inc. of Florida

Ms. Magda Yrizarry, Chairperson
ASPIRA, Inc. of New York

Absent

Ms. Mercedes del Valle Rana,
Chairperson, ASPIRA Inc. of New
Jersey

National Office Staff

Mr. Ronald Blackburn-Moreno,
President and CEO
National Office

Mr. John Villamil, Executive
Vice President and CIO

Ms. Hilda Crespo, Vice President Public
Policy and Federal Relations

The meeting was called to order at 1:00pm

- Ms. M. Rivera welcomed board members.
- Ms. M. Rivera explained the procedures for the Strategic Plan Board Retreat and National Board of Directors meeting.
- Ms. M. Rivera indicated that although they will discuss the Financial Report at the National Board meeting, due to ASPIRA's external auditors presence, she asked members to convene as a Board to discuss the Auditor Report.

1.0 Audit Report

- Ms. M Rivera formally initiated a Board meeting to discuss the Auditors report for fiscal year 2002.
- Ms. Scott presented and explained the Audited Financial Statements to Board members.
- Ms. M. Rivera thanked the auditors
- Ms. Rivera asked that the report be received.
- There was a brief discussion regarding the procedures for cost reimbursement from federal funders and how this worked.
- The meeting of the Executive Committee as a Board was adjourned.

2.0 Approval of the Agenda

- Ms. M. Rivera called to order the meeting of the Executive Committee.
- She then asked Board members to review the Executive Committee agenda.
- Ms. H. Umpierre presented a motion to approve the agenda.
- Mr. W. Matos seconded
- Motion was approved by unanimous vote.

3.0 Review and Approval of the Minutes of the February, 2003 Executive Committee Meeting

- Ms. M. Rivera asked Board Members to review the minutes.
- Ms. M. Yrizarry made a motion to approve the minutes.
- Mr. A. González seconded.
- Motion was approved by unanimous vote.

4.0 Approval of the Agenda, of the August 10, 2003 National Board of Directors meeting

- Ms. M. Rivera requested to change the order of the Student Affairs Report item so that it would be delivered before the Chairman's Report.
- Ms. M. Rivera asked members if they were bringing new business items.

- Ms. M. Rivera reviewed the National Board of Directors meeting agenda with Board members
- Ms. M. Yrizarry presented a motion to approve agenda
- Ms. L. Hernández seconded
- Motion was approved by unanimous vote

5.0 New Business

- Ms. M. Rivera asked members to select a date for the next Executive Committee meeting
- Board members decided to meet on Saturday, November 1st in Florida

6.0 Adjourn

- Ms. M. Rivera requested a motion to adjourn
- Ms. S. Sánchez presented a motion to adjourn
- Ms. L. Hernández seconded
- Motion was approved by unanimous vote





ASPIRA Association, Inc
National Board of Directors Meeting
August 10, 2003
Newark, New Jersey

Members Present

Ms. Myrna M. Rivera, S.I.M.C.
Chair of the Board

Mr. Wilfredo Matos, Vice Chair
Program, Chairperson, ASPIRA of
Connecticut

Ms. Helga Umpierre, Vice Chair
Personnel, Chairperson
ASPIRA, Inc. of Puerto Rico

Ms. Sonia Sanchez, Secretary
Chairperson, ASPIRA Inc., of Illinois

Ms. Lydia Hernández-Vélez, Treasurer
Chairperson, ASPIRA Inc., of
Pennsylvania

Ms. Magda Yrizarry, Chairperson
ASPIRA, Inc. of New York

Mr. Angelo González
Chairperson ASPIRA Inc. of Florida

Ms. Kelly Rodríguez,
Chair, Student Affairs Committee
Student Representative,
ASPIRA, Inc. of Florida

Mr. Luis Cuevas, At-Large Member

Mr. Héctor Astilles
Student Representative
ASPIRA Inc. of New York

Mr. Edwin Medina
Student Representative
ASPIRA, Inc. de Puerto Rico
(for Mr. Orlando Lugo)

Ms. Ellen Espiallat, Student
Representative, ASPIRA Inc., of
Pennsylvania

Presidents/Executive Directors

Mr. Ronald Blackburn-Moreno,
National Office

Ms. Ivette Cao Romero
ASPIRA of Illinois
(for Mr. José Rodríguez)

Mr. William Colón
ASPIRA of New Jersey

Mr. William Gómez
ASPIRA de Puerto Rico
(for Ms. Hilda Maldonado)

Mr. Alfredo Calderón
ASPIRA of Pennsylvania

Student Representatives

Mr. Daniel Martínez, Student
Representative
ASPIRA Inc. of Connecticut

National Office Staff

Mr. John Villanul, Executive Vice
President and CIO

Ms. Hilda Crespo, Vice President Public
Policy and Federal Relations

Excused

Ms. Mercedes del Valle Rana,
Chairperson, ASPIRA Inc. of New
Jersey

Mr. Hector Gesualdo, Executive
Director, ASPIRA Inc., of New York

Ms. Alma Maya, Executive Director,
ASPIRA of Connecticut

Mr. Raul Martinez, Executive Director,
ASPIRA of Florida

Mr. Adam Garcia,
Student Representative,
ASPIRA Inc., of New Jersey

Call to Order: The meeting was called to order by the Chairperson Ms. Myrna Rivera at 9:30 a.m.

0.0 Approval of the Agenda

- Ms. M. Rivera welcomed board members.
- Ms. M. Rivera shared the Executive Committee's proposed changes to the agenda.
- Ms. H. Umpierre made a motion to approve the agenda with the proposed changes.
- Mr. W. Matos seconded.
- Motion was approved by unanimous vote.

1.0 Review and Approval of the Minutes of the March 1st, 2003 National Board of Directors Meeting.

- Ms. M. Rivera asked Board members to review the minutes.
- Several minor corrections were made to the minutes that were noted by the recorder.
- Ms. M. Yrizarry made a motion to approve the minutes.
- Mr. A. González seconded.
- Motion was approved by unanimous vote.

2.0 Associates Update

- Ms. M. Rivera indicated that the Associates have fifteen minutes to report, and that copies of some reports have been received.
- Associates reported on local activities and events (See Appendix, Associates' reports).
- After the reports, Ms. M. Rivera suggested taking 30 minutes recess and reconvening at 12:30.

The Board of Directors reconvened at 12:30 pm.

4.0 Student Affairs Committee Report

- Mr. D. Ortiz informed the board that he is the new treasurer of the Students Affairs Committee. He reported that the SAC is planning several events and that in order to fund these activities, they are requesting a monthly donation of \$50 from each Associate office. He indicated that possible uses for the funds are special leadership seminars, site equipment, communications, printing and travel. He recommended some ways on how Associates can fundraise and obtain the \$50 donation, such as charging students a membership fee. Mr. D. Ortiz then introduced the other SAC student members.

- SAC member answered questions from Board members regarding the membership fee.
- Ms. M. Rivera congratulated SAC members and advised that the decision of the \$50 donation must be made at each Associate first. Therefore, students need to approach their State Chair to obtain approval at the local level. Once a unanimous vote is reached from the local level then this Board can affirm the matching of the funds.
- Ms. K. Rodriguez asked Ms. M. Rivera about the possibility of bringing the plan as an action item in the next Executive Committee meeting if approved at the local level.
- Ms. M. Rivera explained that the decision-making process would be as follows: first, as a Board, they approve a motion to take the plan back to the local level; second, the local level approves the plan; and third, the National Board will vote on the issue and approve a match by the National office.
- Ms. K. Rodriguez continued with the SAC presentation, reporting on the issue of student member continuity. The SAC proposed adding one representative to the SAC from each Associate, who would not be a member of the National Board, but a national ACF. The members of the national ACF would be a committee within the SAC. The national ACF, which would meet with the SAC on a monthly basis, would pursue three goals: succession, mentorship within SAC, and having a larger student voice and representation. She also informed that the ACFs should meet in September to review their by-laws so that student representatives could serve at least two-years on the National Board and the SAC. She summarized the process for the three requests: the first step would be to standardize the by-laws of each association so students can serve two years. Second, they would amend the by-laws to have past ACF members become members of the National ACF. Third, each Associate would approve the membership donation. She explained that after this process had taken place locally, they will present the plan as an action item in the National Board meeting on February.
- Ms. M. Rivera suggested that she present at the Executive Committee meeting and bring the full plan as an action item in the next National Board meeting.
- Ms. M. Rivera reminded Board members that they had agreed and voted on requesting that each Associate amend their by-laws to ensure continuity of the student representative. She asked that the Associates remember to amend their by-laws. She asked Ms. M. Yrizarry to provide other Associates with information on the amendment process they went through in New York when they amended their by-laws. Ms. M. Rivera suggested including the topic in the next Executive Committee meeting in the reports from each Associate, and that they receive a presentation from Ms. K. Rodriguez at that time.
- Ms. K. Rodriguez reported that the SAC met three times during the Board retreat. The students discussed the Youth Convocations in New Jersey and New York for next year. They also discussed ideas for workshops at the Technology Tools Conference in Puerto Rico and at the Youth Convocation.

- Ms. S. Sánchez presented a motion to request that the local chairs bring the item of a contribution to the SAC of no less than \$50 per month as an action item to their local Boards.
- Ms. M. Yrizarry seconded the motion.
- The motion was approved by unanimous vote.
- Ms. M. Rivera indicated that the board would need to decide on whether to have the National Office match whatever the Associates decide.
- Ms. M. Yrizarry presented a motion that the National Office match all contributions coming from the Associates.
- Mr. W. Matos seconded.
- Mr. L. Cuevas presented an amendment to the motion so that the minimum amount that needs to be raised by the SAC committee is \$4,200 on an annual basis and that the National Office will match this amount dollar to dollar.
- Mr. W. Matos seconded the motion as amended.
- The motion was approved with one abstention.
- Ms. M. Rivera asked Ms. K. Rodríguez to include more details at the next Executive Committee meeting on the concept of the National ACF.

5.0 Treasurer's Report

- Ms. L. Hernández-Vélez asked Board members receive a statement of financial position and revenue and expenditure reports for the period ending fiscal year 2002-2003.
- The Board received the revenue and expenditures report and statement of financial position.
- Ms. L. Hernández-Vélez presented a motion for a budget resolution authorizing the national Office to expend funds based on the FY 2003 budget until the FY 04 budget was approved.
- Ms. M. Rivera amended the motion to add that the FY 2004 budget be discussed at the next Executive Committee meeting.
- Ms. M. Yrizarry seconded.
- The motion was approved by unanimous vote.
- Ms. L. Hernández-Vélez presented a motion to approve the auditors for FY 2002-2003.
- Ms. H. Umpierre seconded the motion.
- The motion was approved by unanimous vote.
- Ms. M. Rivera discussed the Endowment Report.

6.0 Election of Officers

- Ms. Sánchez informed that the nominations committee has proposed a slate of Officers that is the same as the current officers.

- Ms. Myrna M. Rivera, S.I.M.C., Chair of the Board
- Mr. Wilfredo Matos, Vice Chair Program,
- Ms. Helga Umpierre, Vice Chair Personnel,
- Ms. Sonia Sanchez, Secretary
- Ms. Lydia Hernández-Vélez, Treasurer

- Mr. L. Cuevas presented a motion to accept the slate
- Ms. K. Rodríguez seconded
- The motion was approved by unanimous vote
- Ms. M. Rivera requested that the nominations committee seek candidates for at-large positions

7.0 President's Report

- The President's Report was received and entered into the record
- Mr. R. Blackburn informed that he wrote a letter to Ms. Digna Sanchez, President of the ASPIRANTE Alumni Fellowship entity, indicating that ASPIRA was willing to collaborate with them, but however there were deep concerns about the name and copyright

8.0 Chairman's Report

- Chairperson report was received and entered into the record
- Ms. M. Rivera asked Board members to learn more about the Hispanic Association for Corporate Responsibility
- Ms. M. Rivera also asked Board members to review their Board compositions based on their strategic plan discussed at the retreat

9.0 Other Business

- No other businesses were presented

10.0 Adjourn

- Ms. M. Rivera requested a motion to adjourn
- Ms. S. Sánchez presented a motion to adjourn.
- Ms. L. Hernández-Vélez seconded
- Motion was approved by unanimous vote

APPENDIX I **Associates Reports**

ASPIRA of New Jersey

- Mr W. Colon announced that ASPIRA of New Jersey received the approval of the *No Child Left Behind Tutoring Program* for supplemental services. He conservatively indicated that the program will bring in \$350,000 of revenue and the program will reach 200 students. He reported that ASPIRA of New Jersey was not affected by state cutting funds. He indicated that this was possible through the lobbying efforts made by their lobbyist and students in the State Legislature. He reported that on March 21st they had a successful *Youth Legislative Forum*, in Trenton. Students had the opportunity to express their concerns with State Legislators. The students also decide when they will testify on some issues. They also had a very important hearing on the State Legislature concerning immigration and how undocumented students cannot attend college in New Jersey. Mr W. Colon shared the successful Gala Concert on May 23rd, with performances by Tuna de Segreles and AREYTO Ballet Folklórico Nacional de Puerto Rico. Mr W. Colon reported on the *Fifth Annual Latino Education Conference* that occurred on May in Las Vegas. He indicated it was an excellent conference with around 400 participants. He also reported on the *South Jersey Latino Parents Conference* on June 7th in Atlantic City. They had over 25 parents. Mr W. Colon reported on the *Third Annual Youth Leadership Convocation* that took place in upstate NY on July 24-27. They had 140 students and 30 adults, from all over the United States. Mr W. Colon announced events coming up such as an activity sponsor by AT&T honoring Latino State Legislators, the South Jersey Latino Parents Conference on October, and the Legislative Golf Tournament and Technology Tools Conference on December.

ASPIRA de Puerto Rico

- (Editor's note: the speaker mentioned that she wanted this entered into the record, so it is kept in the original language to maintain accuracy. An English translation will follow.) Ms. H. Umpierre shared with members.
- "Yo quiero compartir la preocupación de Puerto Rico, la tristeza de Puerto Rico en relación a esta organización- que lo mencioné medio en el este pero es en serio- de la des-puertorriqueñización de esta agencia. Nosotros entendemos que en Puerto Rico, nosotros no somos un grupo minoritario. Pero también entendemos que el propósito por el que se fundó ASPIRA, fue para mejorar nuestra comunidad, y nuestra comunidad no ha llegado al nivel que se soñó que pudiera llegar. Estamos sirviendo a nuestra comunidad pero esos servicios se han diluido porque las necesidades económicas, las condiciones de satisfacción de nuestra comunidad no ha llegado a los que quisiéramos que llegara, ni a la comunidad de puertorriqueños en este país ni a la nuestra, la realidad nuestra en

Puerto Rico En Puerto Rico que tenemos unos problemas muy serios y cada uno trata de hacer lo que puede Celebramos la diversidad, pero entendemos que en realidad no hemos cumplido con la mision original Y ahora estamos abriendonos a hacemos redentores de una comunidad mucho más amplia que tiene igual de necesidades, pero en realidad las nuestras no se han cumplido todavía

- Translation "I want to share with you the concerns in Puerto Rico, the sadness of Puerto Rico regarding this organization- that I mentioned earlier as a joke, but that it's serious- about the 'des-puertorriqueñización' of this agency We understand that in Puerto Rico we are not a minority group We also understand that the purpose of founding ASPIRA was to improve our community, but our community has not yet reached the level that it was once dreamed it could reach We are serving our community, but those services have been diluted because of the economic needs, and the satisfaction conditions of our community have not yet reached those that we wanted to reach, neither the Puerto Rican community in the United States or ours our reality in Puerto Rico In Puerto Rico where we have serious problems and where all of us try to do something We celebrate diversity, but in reality we feel that we have not accomplished our original mission Now we are opening ourselves as missionaries of a much ample community, that have the same needs, but in reality we have not served ours"
- Ms H Umpierre reported that ASPIRA of Puerto Rico is in good shape She indicated that the budget has increased Ms H Umpierre shared that they understand the need to start with kids in an early stage and the success of the Head Start program She reported that they have \$17 million in their budget She mentioned that the Head Start program had approached ASPIRA of Puerto Rico in the middle of the budget cut controversy to keep providing these services and to open a new location Ms H Umpierre indicated that the HIV Prevention Program received funding in alliance with the Talent Search Program They have continued developing education prevention campaigns about underage drinking The Veteran Upward Bound Program, competed and received almost \$300,000 in funding This program exceeded the proposed recruitment objectives The Upward Bound Program received funding for another 4 years The program also exceeded the proposed objectives for recruitment and services Ms H Umpierre indicated that the Cisco Academy has continued growing, and they are working on other proposals to expand services She shared that Microsoft donated 26 computers to the Community Technology Centers and they are opening a center in Arroyo and other towns The Supplemental Services program, under the No Child Left Behind Act, is still offering services during extended hours, Saturdays and summer at the schools, community centers and, ASPIRA offices Ms H Umpierre indicated that the Talent Search Program finished successfully its first year out of a five-year cycle The Financial Education Program offered it's first workshop for students
- Mr E Medina reported that the Federation consisted of 16 clubs from various middle and high schools During this year the clubs sent 29 representatives to

the Delegates Council and with the assistance of a Facilitator they worked on various issues and organized activities. From January to June the delegates organized 24 meetings with a total of 397 participants. Mr. E. Medina mentioned that among the activities organized during April was the Talent Search Program Spelling Bee competition. Another activity was a Field Day, with the purpose of joining with other Clubs. Parents also participated by volunteering in the kiosk to raise funds for the Youth Convocation trip to NY. Among activities during May was the Scientific Fair and the "Noche de Logros" where they recognized Aspirantes for their various contributions throughout the year. Mr. E. Medina shared pictures of some of the activities. Mr. E. Medina indicated that among activities during the months of June and July were the Summer Internships in United States colleges and the Recreational and Cultural Summer Camp in Ponce, the Financial Education workshop, and the Fourth Youth Leadership Convocation in NJ.

ASPIRA of Illinois

- Ms. I. Cao Romero reported that ASPIRA of Illinois was able to purchase a building and converted it into a development center. She indicated that they are also reconstructing a site that will house their new charter school opening on August 25th. This science and technology school will accommodate around 200 students. Ms. I. Cao Romero informed about programs being offered such as, Talent Search, Health Careers, Public Policy among others. Ms. I. Cao Romero mentioned that the Youth Mentoring Program has 60 mentors who are community leaders and professionals to mentored students for four hours a month in an individual basis. She indicated that the Conflict Resolution Program which evolved from the Mentoring Program and is designed to provide activities and training in communication skills, conflict resolution and leadership development. She reported that the Health Careers Program is working in collaboration with the University of Illinois at Chicago and Urbana-Champaign and they were able to fund some of their activities. With regards to the Public Policy Club, they have done a film screening, met with State Legislators, and they are planning to come to Washington, DC in April. She indicated that the After-School Program has 300 participants and has organized a variety of activities. Ms. I. Cao Romero reported on the three WIA Program that provide job preparation, career orientation, post-secondary school readiness and ACT preparation. This program is for students who have dropped out of school and are enrolled in ASPIRA's alternative school where they provided a variety of services. She explained the WIA Aviation Program, where they have 25 students enrolled, who wanted to enter the aviation industry. She indicated that the Leadership Development Institute has a cultural awareness component and as part of this they had a conference in March where 350 students gathered and discussed various issues. The ACF and a committee met to decide on ten topics that raised interest to them and to parents and they had a full-day conference with

different workshops. Nineteen schools participated in this conference. Ms. I. Cao Romero shared some pictures of the Mirra Ramirez Computer Science Charter School that will become a model school. She reported that ASPIRA of Illinois' budget increased by \$2 million. She informed that the new site is housing 14 staff members, one computer center, one resource center, all the youth programs and adult services. They have also been able to produce the ASPIRA Times newspaper and their goal is to receive training from Mr. J. Villamil to start sending it via web. The students work on the newspaper articles on a bi-monthly basis. Ms. I. Cao Romero shared that ASPIRA of Illinois was recognized by the Illinois State College Board and for the first time she was asked to speak about the organization. They were awarded with ten full scholarships for two and four -year colleges and they are still negotiating with some of the other representatives of the Illinois State Board of Education. She reported that the Antonia Pantoja High School has built a partnership with Northwestern University to house the school at the campus. This will give students the opportunity to directly enter a four-year college. She indicated that the Technical College is waiting to be accredited.

ASPIRA of Florida

- Mr. A. Gonzalez excused Mr. R. Martinez for his absence. Mr. A. Gonzalez recognized the work of Mr. R. Martinez and staff. He reported on the number of students that ASPIRA of Florida has assisted. He indicated that 3,000 participants stay in school and from all the 247 graduating seniors, 75% enroll into post-secondary institutions. Mr. A. Gonzalez informed on the expenses for ASPIRA programs. He reported on ASPIRA of Florida's as doing well from a financial standpoint, but they are having issues on diversifying their funding base. There is a significant reliance on public funding that the local Board has been discussing and that will be part of their strategic planning. He stated that one of the weaknesses they have continuously experiencing is the revenue on project contributions that are less than 3% of their operating budget where they should be at a 10% or 15%. Mr. A. González pointed out the participants ethnicity, .2% of participants are Puerto Rican, 19% African American and 26% are from other groups. He indicated that this raises the concern that Ms. H. Umierre brought up before. The for this client ethnicity diversity will have serious funding implications because the state of Florida grant funding gives great emphasis and it is determine by who is being served, specifically at risk populations. Mr. A. González stated that there are also programmatic implications, were the *ASPIRA Process* to some extent is compromised, because it is not fully integrated emotionally and spiritually with those who are not from the same ethnic persuasion and nor do they have a sense of ownership or

connection to that reality. There are several struggles among the African American community to maintain their own identity and they have issues that are far greater than even ours. There is a difficulty addressing that issue with the number of participants that are being served and using the programmatic services that ASPIRA of Florida provide that are crucial in the cultural and identity awareness of what we are. It is difficult to integrate that [the ASPIRA process] with a population that has really no emotional, spiritual or philosophical connection to that reality. Mr. A. González indicated that they are facing a difficult time in ASPIRA of Florida with the impact that the diversity is having on staying in course with regards to our vision and direction. He informed that from a local Board standpoint 2003-2004 they are implementing a strategic plan. He indicated that the Board has focus on two considerations: managing the growth and fiscal liability.

- Ms. K. Rodríguez reported on the Young Latinas Conference held in March on all five divisions. She indicated that both the Latinas Conference and the Muchachos Summit were a success. On March and April the ACF of Florida had the *Survivor Island*, with Keith O'Brien a leadership development trainer. During this event Mr. O'Brien organized critical thinking and team building skills projects. She informed that the College Tours were held on April and great efforts are being made to encourage students into going to college. Four students, staff, and a parent represented ASPIRA of Florida in the Third Annual Latino Education Conference in Las Vegas. She reported on the Award Ceremony held on May, where they recognize students for their achievements. She indicated that a College Summit was held on June where junior students entering their senior year had the opportunity to learn about applying to college and financial aid. She informed that the ACF elections are going to be held on December and this is her last term. Mr. K. Rodríguez indicated that she has been working with Mr. D. Ortiz to establish a College Club for those Aspirantes who want to keep serving ASPIRA. She reported that a student developed a new web page for ASPIRA of North Florida. Ms. K. Rodríguez commented on Mr. A. González's statement about the current 12% Puerto Rican population that is being served. She commented that most of their clubs are located in schools where African Americans are majority. She shared that the ASPIRA of Florida has opened their offices to students where they are doing non-paid work at the offices.

ASPIRA of New York

- Ms. M. Yizarry reported that ASPIRA of New York had a successful annual luncheon on May at the Pierre Hotel. Joaquín Avilés from Lehman Brothers was the Corporate Chair and they were able to raise a \$169,000 gross and over \$100,000 net. She explained that their goal was for this luncheon was to raise at least \$100,000 and that they wanted the luncheon could fundraise a quarter of a million dollars every year, since is what their general fund requires. She shared that during the event they awarded 32 scholarships of \$1,000 to students. Ms. M. Yizarry indicated that they have secured Citicorp as the Corporate Chair for

next year's luncheon. She reported that they needed to fundraise more unrestricted money since their budget relies mainly on public funding. During the summer they had a cash flow crunch with \$250,000 on receivables from the city and state. She indicated that they are excited about the offer of the National Office to establish a credit line for cash flow assistance. She shared that ASPIRA of New York Board continues to be concerned about the Clubs and where they reside in the revenue and services structures and how many people are being served through the club model. She stated that as a Board in NY and at the national level, it is always said that the clubs are the priority and yet the resources of time and money are being allocated elsewhere. She informed that the ASPIRA of New York Board is addressing that issue and is working on a "adopt a club" model, where a corporation can adopt a club and give funding and support. This will be possible through the Volunteer Incentive Program, an organization that is being formed for those purposes. She informed that in order of support this effort they will have a networking reception on October to reach out to all the alumni in specific those who received scholarships from the Achievers Luncheon. Ms. M. Yrizarry reported that the ASPIRA of New York Board will be restructuring its membership and identify new candidates.

- Mr. H. Astiles informed that ASPIRA of New York had some big events including the Tenth Annual City Youth Conference hosted in Manhattan Center High School for math and science. He indicated that they held a College Fair on March with around 250 participants. Among other activities held was the Thirteenth Annual Puerto Rican Hispanic Youth Leadership Institute where students are trained for eight weeks and debate on the current Bills discussed at the NY State Assembly. They also organized the Areyto Ceremony hosted by Lehman Brothers.

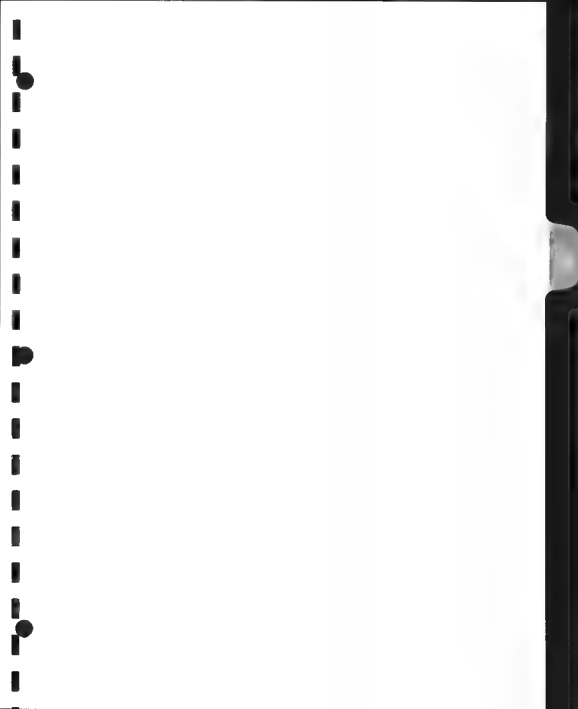
ASPIRA of Pennsylvania

- Mr. A. Calderon reported that the Eugenio M. de Hostos Charter School was rechartered for another five years. He informed on the Parent Truancy Program where they made 4,000 successful home visits. The State Truancy Court funded the program and assigned two case managers. He indicated that they spoke with singer and former Aspirante Frankie Negrón to be ASPIRA's spokesperson. He reported that they are currently working on their audit.
- Ms. E. Espallat shared some pictures of an activity in Harrisburg where they met with State representatives. She informed on the Washington, DC activity where they met with Rep. Chaka Fattah and Sen. Arlen Specter. She indicated that ASPIRA of Pennsylvania serves 18 schools. Ms. E. Espallat informed about the Annual ASPIRA Award Ceremony in which she was selected Aspirante of the Year. She indicated that they are currently developing workshops for their Annual Leadership Retreat. Ms. E. Espallat shared some pictures from last year's retreat and other activities. She indicated that students are planning an educational trip to Puerto Rico and meet ASPIRA of Puerto Rico students. She informed that students are campaigning for ACF elections. She indicated that Pedro Rosello, former Governor

of Puerto Rico visited students, parents and staff of ASPIRA of Pennsylvania. She shared that students started a new radio station named *La Onda*

ASPIRA of Connecticut

- Mr. D. Ortiz shared some highlights on the Second Officers Retreat on April. Over 50 students from the 17 clubs participated on the retreat. He indicated that over 300 students attended the Areyto Ceremony. The Cesar Batalla Fund awarded three \$1,000 scholarships. He indicated that his club organized a trip to Boston to visit various colleges. He reported on the ASPIRA Luncheon where they fundraised \$20,000 on revenue. He informed that Clubs have had career speakers and college visits and they are trying to partner with other non-profits in Connecticut. He shared the success of the APEX Program and explained the various workshops offered by the program. He informed that 112 parents graduated from the program in Bridgeport.











September 19, 2003

Dear Affiliate Directors

Prior to her death, Dr. Antonia Pantoja informed you of the creation of the Aspirante Alumni Fellowship. The Fellowship was organized by Dr. Pantoja with the help of others to mobilize and utilize the resources of the many people who have used the services of Aspira affiliates while students. In other words, our organization strives to find ways in which to build upon the great work that Aspira has always done for our community.

The first project underway for the Aspirante Alumni Fellowship is the Dr. Antonia Pantoja Scholarship Fund. Dr. Pantoja developed the fund with the gifts from her 80th birthday party. She and others have subsequently added to the fund allowing us to donate a \$500 scholarship per Aspira affiliate this fall in her name. The Aspirante Alumni Fellowship would like to work with the Aspira affiliates by having our first scholarships donated to students whom you select for funding. The Scholarship Fund is prepared to provide one scholarship of \$500 for each student deemed in need and who most exemplifies the characteristics of community service and leadership. Since the scholarships this first year are small, our scholarship committee has recommended that the funds be earmarked for students to use for educational materials and books.

While the fall semester is already in session, students are still finalizing their courses, purchasing their books, and preparing their budgets for the spring semester. Therefore, we are requesting that each affiliate submit the name of the student of their choice to the Aspirante Alumni Fellowship by October 31, 2003 so that we can distribute the awards as quickly as possible. We will forward the award check directly to the student. If an affiliate would prefer to bestow the award upon the student itself during a planned event or ceremony, we ask that the award be identified as the Dr. Antonia Pantoja Scholarship granted by the Aspirante Alumni Fellowship and that we be informed of the details of the event. Please forward the name and address of the students of your choice to:

Aspirante Alumni Fellowship
Attn: Digna Sanchez, President
Dr. Pantoja Scholarship Fund
1328 Broadway, Suite 524
New York, New York 10001

We look forward to working with you on this important project to honor the name of Dr. Pantoja and continue our commitment to education and the development of our youth.

Sincerely yours,

A handwritten signature in dark ink that reads "Digna Sanchez". The signature is fluid and cursive, with the first and last names clearly legible.

Digna Sanchez
President, Aspirante Alumni Fellowship



September 19, 2003

Mr. Ronald Blackburn Moreno
President and CEO
Aspira Association, Inc
1444 Eye Street, NW
Suite 800
Washington, DC 20005

Dear Mr. Blackburn-Moreno *Ron:*

On behalf of the Board of Directors of the Aspirante Alumni Fellowship, Inc. (AAF), I want to thank you for your response to our presentation to the Aspira National Board of Directors in February of this year. We are extremely pleased and encouraged to learn from your letter of April 3, 2003 that you are open to collaborating in this important endeavor to fulfill the successful creation of Dr. Pantoja's last organizational vision. That vision, as she so clearly presented to all of us through her direct communication with representatives of the Aspira affiliates and through her video presentation at our inaugural luncheon, was and continues to be the successful development of the Aspirante Alumni Fellowship.

Dr. Pantoja recognized that what was missing from the many institutions that she created or helped create was one devoted to establishing a financial base for those we collectively serve, to improve the financial literacy and economic empowerment of our communities, and to provide an organizational framework through which Aspira graduates as well as those that have been part of the Aspira legacy could network, collaborate, and provide support to each other as well as to the Aspira institutions that helped them to succeed.

Though we understand your concerns with regard to the use of the name "Aspira" as it relates to the Aspirante Alumni Fellowship, no real conflict exists. Aspira is a youth organization while the AAF is an organization designed to meet the needs of Aspira graduates, former staff, Board members and volunteers. As we have stated in the past, the relationship between our organizations is envisioned as one of cooperation. As you and the affiliates are aware, Dr. Pantoja chose the name "Aspirante Alumni Fellowship" for strategic reasons. She recognized that regardless of age or status, those who have had and those who will have a positive experience with Aspira most closely identify their positive experience with the name Aspira or Aspirante. As a result, a national membership organization aimed at attracting and harnessing the skills, experiences, and energies of past and future generations of Aspira alumni should have the name that they identify with and cherish. Your suggestion that the organization be named after Dr. Pantoja, though in other contexts a good one (e.g. The Dr. Antonia Pantoja Scholarship Fund) would not work well for the alumni organization.

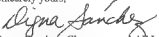
Another extremely important reason for retaining the name "Aspirante" is that the new organization has always been envisioned as one that would part of the family of Aspira organizations. As such, we view ongoing collaboration, cooperation, and mutual assistance within well-defined boundaries as essential elements of this new endeavor. Your recommendation at our joint meeting in February of developing a Memorandum of Understanding is an excellent one. We feel that the MOU could address your concerns relative to the use of the name "Aspirante" as well as incorporate the kinds of agreements that would nurture the spirit of collaboration and cooperation needed for the new organization to succeed. As reflects our hope that we will work in partnership towards fulfilling Dr. Pantoja's last vision, we have drafted an MOU for your consideration. I hope that with this first step the process of developing a final MOU can begin apace.

There is no question in our minds that a thriving "Aspirante Alumni Fellowship" can be a significant asset to its members, the affiliates, and to the communities we serve. A concrete example of this is the expected awarding of the first grants under the Dr. Antonia Pantoja Scholarship Fund this autumn. As was agreed upon in February, all of the affiliates will benefit equally. This is effective cooperation and collaboration at work.

I want to close by thanking you again for the meeting in February and your letter of April 3, 2003, and by expressing my hope and wish that we can effectively work together to bring to fruition Dr. Pantoja's last vision so that it too may be part of her outstanding legacy to the Puerto Rican and Latino communities.

Wishing you the best, and looking forward to hearing from you in the near future, I am

Sincerely yours,


Digna Sanchez, Chairperson, AAJ Inc

cc: Ms. Myrna Rivera, Chair Board of Directors

DRAFT

Memorandum of Understanding

THIS Memorandum of Understanding (MOU) is made and entered into this _____ day of _____, 2003, by and between the Aspira Association, Inc. and the Aspirante Alumni Fellowship, Inc. (AAF) and alternatively referred to as the "Parties" to this MOU.

WHEREAS, the Parties to this MOU have resolved to cooperate and collaborate in strengthening the alumni base of Aspira Affiliates and in developing the Aspirante Alumni Fellowship, Inc. as a viable organization,

Whereas, in furtherance of these endeavors the Parties have agreed to delineate their respective roles and responsibilities in relationship to the above;

Now, THEREFORE, in consideration of the mutual promises contained herein, the Parties agree as follows.

ARTICLE I - PARTIES

- A) **ASPIRA ASSOCIATION** The Aspira Association promotes the empowerment of the Puerto Rican and Latino community by developing the leadership, intellectual, and cultural potential of its youth so that they may contribute their skills and dedication to the fullest development of the Puerto Rican and Latino community everywhere. In short, its mission is to empower the Puerto Rican and Latino community through advocacy and the education and leadership development of its youth
-) **ASPIRANTE ALUMNI FELLOWSHIP** The Aspirante Alumni Fellowship provides an organizational framework through which Aspirantes (Aspira student graduates, and former staff, Board members, and volunteers) can network, collaborate, and provide support to each other as well as to the Aspira institutions that helped them to succeed. In addition, the Fellowship works to measurably improve the financial literacy and economic empowerment of the Puerto Rican and Latino community. Finally, the Fellowship administers the Dr. Antonia Pantoja Scholarship Fund in collaboration with the Aspira Association.

ARTICLE II - PURPOSE

This MOU serves as testimony that the Parties have agreed to work cooperatively and collaboratively in support of endeavors of mutual interest and benefit

ARTICLE III - RESPECTIVE RESPONSIBILITIES

A) The Aspira Association will.

- Assist the Fellowship in the design of the Fellowship's alumni database as well as in the Fellowship's alumni recruitment efforts by sharing information about "Aspirantes" as defined in ARTICLE I - B above.
- Work cooperatively with the Fellowship in the design and implementation of effective joint communication and program coordination mechanisms.
- Collaborate with the Fellowship on the awarding of the annual Dr. Antonia Pantoja Scholarships

B) The Aspirante Alumni Fellowship will

- Work collaboratively with the Association in the design of the Fellowship's alumni database
- Develop and maintain the Fellowship's alumni database that will be shared with the Association and its Affiliates.
- Design and implement programs for the benefit of Fellowship members and in cooperation with the Association aimed at increasing the financial literacy and economic empowerment of the members as well as providing opportunities for networking, collaboration, and mutual support.
- Administer the Dr. Antonia Pantoja Scholarship Fund in collaboration with the Association
- Work cooperatively with the Association in the design and implementation of effective joint communication and program coordination mechanisms

ARTICLE IV - PLEDGE OF CONFIDENCE

- A) To Collaborate and Not Compete The Parties to this MOU agree to work cooperatively and collaboratively from a perspective of mutual assistance and respect for each organization's areas of concern, program, and influence With this perspective as a guiding principle, the Parties agree not to compete in such areas as fund-raising and program development While the Aspira Association and its Affiliates provide direct services to youth, the Aspirante Alumni Fellowship provides services to graduates of the Aspira process and to those who have been integral to the delivery of the Aspira process. Thus the respective missions of the two organizations as well as the effective communication between the Parties should ensure non-competition and coordinated approaches that best serve the Puerto Rican and Latino community
- B) To Honor and Respect the Founding Principles of Aspira The Parties agree to uphold the values and traditions inherent in the Aspira legacy. They do so in memory and respect, and under the guiding principles set forth by the founder of Aspira and the Aspirante Alumni Fellowship, Dr Antonia Pantoja The collaboration envisioned in this MOU fulfills Dr Pantoja's vision of a strong Aspira Association working cooperatively with a strong Aspira alumni organization to effectively serve the Puerto Rican and Latino community

IN WITNESS WHEREOF, the Parties have set their hands and seals the day and year first written above.









ASPIRA ASSOCIATION, INC.
National Office
For Fiscal Year Ending June 30, 2004
PROPOSED PRELIMINARY BUDGET

October 23, 2003

	FY 04 Proposed Budget	FY 03 Final Budget	Difference
Support & Revenue			
Contributions and grants*	1 213 584	1 127,706	85 878
Federal Grants	308 594	331 022	-22 428
Interest Income	1 200	1 200	0
Misc Income	58 894	12 000	46 894
Total	1,582,272	1,471,928	110,344
EXPENSES			
Salaries	650452	531 016	119436
Fringe	137849	103 772	34077
Bank Charges	1000	1 000	0
Board Expenses	15000	15 000	0
Contractual *	130585	235 720	-105135
Legal Fees	2000	2 000	0
Equipment Purchase and Maint	4 000	10 000	6000
Insurance	2000	2 000	0
Office Supplies	6906	9 879	2973
Program Supplies	8650	24 139	15489
Postage	10418	8 487	1951
Printing	32930	35 280	2350
Rent	150138	150 138	0
Seminars/meetings	43025	50 745	-7720
Stipends	0	5 000	-5000
Telephone/Internet	15218	33 325	-18107
Travel	56740	40 204	16536
Interest Expense	1 000	3 000	2000
Reserve	15661	0	15661
Total Expenses	1,283 572	1 260 684	22 887
Transfers	298,700	211 244	87456
TOTAL	<u>1,582,272</u>	<u>1,471,928</u>	<u>110,344</u>
Balance			

ASPIRA ASSOCIATION, INC.
 REVENUES AND EXPENSES REPORT
 FOR JULY 2003 THROUGH SEPTEMBER 2003
 (UNAUDITED)
 BASED ON FY 03 BUDGET RESOLUTION



	Modified Accrual Year to Date Actual	Modified Annual Budget	Budget Balance	% of Budget Remaining
Support & Revenue				
Contributions and grants	226,023	1,127,706	(901,683)	-80%
Federal Grants	86,525	331,022	(244,497)	-74%
Interest Income	679	1,200	(521)	-43%
Misc. Income	15,707	12,000	3,707	31%
Total	<u>328,934</u>	<u>1,471,928</u>	<u>(1,142,964)</u>	-78%
EXPENSES				
Salaries	112,212	531,016	418,804	79%
Fringe	23,565	103,772	80,207	77%
Bank Charges	250	1,000	750	75%
Board Expenses	14,766	15,000	234	2%
Consultants	71,647	235,720	163,773	69%
Legal Fees	275	2,000	1,725	86%
Equipment Pur. and Maint	791	10,000	9,209	92%
Insurance	500	2,000	1,500	75%
Office Supplies	1,249	9,879	8,630	87%
Program Supplies	1,748	24,139	22,393	93%
Postage	4,098	8,467	4,369	52%
Printing	491	35,280	34,789	99%
Rent	14,610	150,138	135,528	90%
Seminars/meetings	432	50,746	50,313	99%
Stipends	1,200	5,000	3,800	0%
Telephone	4,194	33,325	29,131	87%
Travel	6,670	40,204	33,534	83%
Interest Expense	0	3,000	3,000	0%
Total Expenses	<u>258,906</u>	<u>1,260,684</u>	<u>1,001,686</u>	79%
Transfers	<u>25,000</u>	<u>211,244</u>	<u>186,244</u>	88%
TOTAL	<u>283,996</u>	<u>1,471,928</u>	<u>1,187,932</u>	81%
REVENUES (UNDER) EXPENSES	<u>44,938</u>			

ASPIRA ASSOCIATION, INC.
 REVENUES AND EXPENSES REPORT
 FOR JULY 2003 THROUGH SEPTEMBER 2003
 (UNAUDITED)
 BASED ON PROPOSED FY 04 BUDGET

	Modified Accrual Year to Date Actual	Proposed Annual Budget	Budget Balance	% of Budget Remaining
Support & Revenue				
Contributions and grants*	226,023	1213854	\$ (987,831)	-81%
Federal Grants	86,525	308594	(222,069)	-72%
Interest Income	679	1200	(521)	-43%
Misc. Income	15,707	58894	(43,187)	-73%
Total	<u>328,934</u>	<u>1582272</u>	<u>-1253608</u>	<u>-79%</u>
EXPENSES				
Salaries	112,212	650452	538240	83%
Fringe	23,565	137849	114284	83%
Bank Charges	250	1000	750	75%
Board Expenses	14,766	15000	234	2%
Contractual*	71,947	130586	58638	45%
Legal Fees	275	2000	1725	86%
Equipment Pur & Maint	791	4000	3209	80%
Insurance	500	2000	1500	75%
Office Supplies	1,249	6906	5657	82%
Program Supplies	1,746	8650	6904	80%
Postage	4,098	10418	6320	61%
Printing	491	32930	32439	99%
Rent	14,610	150138	135528	90%
Seminars/meetings	432	43025	42593	99%
Stipends	1,200	0	-1200	
Telephone/Internet	4,194	15218	11024	72%
Travel	6,670	56740	50070	88%
Interest Expense	0	1000	1000	100%
Reserve		15661	15661	100%
Total Expenses	258,996	1283572	1024576	80%
Transfers	25,000	296700	273700	92%
TOTAL	<u>283,996</u>	<u>1,582,272</u>	<u>1,298,276</u>	<u>82%</u>

REVENUES (UNDER) EXPENSES

44,938

ASPIRA ASSOCIATION INC
READER'S DIGEST ENDOWMENT FUND

DATE	TOTAL VALUE	DATE	TOTAL VALUE	DATE	TOTAL VALUE
NOV 30, 1990	455,565	AUGUST 30, 1994	648,534	MAY 31, 1998	1,110,819
DEC 31, 1990	451,436	SEPTEMBER 30, 1994	639,507	JUNE 30, 1998	1,094,515
JAN 31, 1991	468,030	OCTOBER 31, 1994	645,002	JULY 31, 1998	1,077,840
FEB 24, 1991	495,114	NOVEMBER 30, 1994	630,234	AUGUST 31, 1998	960,633
MARCH 31, 1991	503,392	DECEMBER 31, 1994	638,155	SEPTEMBER 30, 1998	1,014,682
APRIL 30, 1991	503,335	JANUARY 31, 1995	640,260	OCTOBER 31, 1998	1,065,531
MAY 31, 1991	527,706	FEBRUARY 28, 1995	672,382	NOVEMBER 30, 1998	1,095,717
JUNE 30, 1991	513,772	MARCH 31, 1995	686,713	DECEMBER 30, 1998	1,278,010
JULY 31, 1991	528,147	APRIL 30, 1995	698,857	JANUARY 30, 1999	1,343,317
AUGUST 31, 1991	543,986	MAY 31, 1995	722,916	FEBRUARY 28, 1999	1,116,252
SEPTEMBER 30, 1991	539,444	JUNE 30, 1995	739,013	MARCH 29, 1999	1,151,028
OCTOBER 31, 1991	534,245	JULY 30, 1995	743,837	APRIL 30, 1999	1,189,493
NOVEMBER 30, 1991	531,157	AUGUST 31, 1995	760,640	MAY 28, 1999	1,163,475
DECEMBER 31, 1991	573,762	SEPTEMBER 30, 1995	779,921	JUNE 30, 1999	1,187,492
JANUARY 31, 1992	566,260	OCTOBER 31, 1995	781,118	JULY 30, 1999	1,151,828
FEBRUARY 29, 1992	573,372	NOVEMBER 30, 1995	741,089	AUGUST 31, 1999	1,178,816
MARCH 31, 1992	566,737	DECEMBER 31, 1995	748,569	SEPTEMBER 30, 1999	1,207,717
APRIL 30, 1992	571,490	JANUARY 31, 1996	755,717	OCTOBER 30, 1999	1,171,232
MAY 31, 1992	571,925	FEBRUARY 29, 1996	762,943	NOVEMBER 1, 1999	1,178,297
JUNE 30, 1992	571,769	MARCH 31, 1996	769,234	DECEMBER 31, 1999	1,159,046
JULY 31, 1992	590,229	APRIL 30, 1996	772,839	JANUARY 31, 2000	1,123,974
AUGUST 31, 1992	584,595	MAY 31, 1996	781,757	FEBRUARY 29, 2000	1,090,872
SEPTEMBER 30, 1992	597,200	JUNE 30, 1996	783,020	MARCH 31, 2000	1,163,428
OCTOBER 31, 1992	597,946	JULY 31, 1996	758,563	APRIL 30, 2000	1,146,376
NOVEMBER 30, 1992	607,858	AUGUST 31, 1996	778,534	MAY 31, 2000	1,157,203
DECEMBER 31, 1992	613,352	SEPTEMBER 30, 1996	817,112	JUNE 30, 2000	1,167,391
JANUARY 31, 1993	615,988	OCTOBER 31, 1996	827,699	JULY 31, 2000	1,167,528
FEBRUARY 28, 1993	618,630	NOVEMBER 30, 1996	866,190	AUGUST 31, 2000	1,197,927
MARCH 31, 1993	629,303	DECEMBER 31, 1996	857,254	SEPTEMBER 30, 2000	1,188,177
APRIL 30, 1993	616,431	JANUARY 31, 1997	885,240	OCTOBER 31, 2000	1,035,021
MAY 31, 1993	625,803	FEBRUARY 28, 1997	888,136	NOVEMBER 30, 2000	1,011,365
JUNE 30, 1993	626,796	MARCH 31, 1997	862,403	DECEMBER 31, 2000	957,166
JULY 31, 1993	621,641	APRIL 30, 1997	891,218	JANUARY 30, 2001	245,594
AUGUST 31, 1993	642,802	MAY 31, 1997	931,016	FEBRUARY 27, 2001	1,200,018
SEPTEMBER 30, 1993	641,347	JUNE 30, 1997	955,598	MARCH 31, 2001	1,153,834
OCTOBER 31, 1993	643,791	JULY 31, 1997	1,004,058	APRIL 30, 2001	1,193,223
NOVEMBER 30, 1993	631,700	AUGUST 31, 1997	963,731	MAY 31, 2001	1,197,340
DECEMBER 31, 1993	644,911	SEPTEMBER 30, 1997	990,111	JUNE 30, 2001	1,175,880
JANUARY 31, 1994	652,933	OCTOBER 31, 1997	973,050	* JULY 2001	997,357
FEBRUARY 28, 1994	646,942	NOVEMBER 30, 1997	999,048	* August 2001	999,536
MARCH 31, 1994	624,848	DECEMBER 31, 1997	1,015,497	* September 2001	918,889
APRIL 30, 1994	624,772	JANUARY 31, 1998	1,022,971	* October 2001	914,055
MAY 31, 1994	630,471	FEBRUARY 28, 1998	1,083,493	* November 2001	952,257
JUNE 30, 1994	619,830	MARCH 31, 1998	1,119,800	* December 2001	956,177
JULY 31, 1994	629,523	APRIL 30, 1998	1,055,946	* January 2002	923,151
				* February 2002	908,274
				* March 2002	942,145
				* April 2002	940,740
				* May 2002	888,365
				** June 2002	845,601

TOTAL 9/30/2003 \$ 935,045
TOTAL value with margin \$ 857,025

ASPIRA ASSOCIATION INC.
READER'S DIGEST ENDOWMENT FUND

Page 2

JULY 2002**	907,012
AUGUST 2002**	915,519
SEPTEMBER 2002**	856,511
OCTOBER 2002**	889,680
NOVEMBER 2002**	916,767
DECEMBER 2002**	896,477
JUNE 2003**	917,418
JULY 2003	920,028
AUGUST 2003	934,264
SEPTEMBER 2003**	935,045







PROGRESS REPORT

to the

*Executive Committee of the
National Board of Directors*

of the
ASPIRA Association
by

Ronald Blackburn-Moreno
President

November, 2003

INTRODUCTION

This Progress Report covers the activities of the National Office in the six months between July and October, 2003. The last report to the Board of Directors was presented at the meeting of the Board of Directors in August, 2003.

Highlights

The period between July and October has been [particularly productive. Efforts have been dedicated mainly to

- a) implementing a communications strategy, which has included sponsoring of a Tribute to Dr. Antonia Pantoja, signing of an agreement with Platinum Television, and preparing for a press conference with Nationwide Insurance,
- b) providing extensive technical assistance to Associates in a range of areas, but especially on enhancing and accrediting ASPIRA schools and the creation of a Council of ASPIRA Principals,
- c) completing the development and pilot-testing of the ASPIRA's Financial Education Program curriculum (Basic Financial Literacy, Entrepreneurship and Investments, and Insurance),
- d) developing and submitting a host of grant applications.

- e) continued implementation of ASPIRA's transportation and health education programs, the financial audit for FY 2002,
- f) further enhancing ASPIRA's technology and support for Associates,
- g) continuing to seek funding for various ASPIRA initiatives, and
- h) preparing for, and conducting, the ASPIRA FY 2003 financial audit

Events and Accomplishments

Among the major events and accomplishments during this period were

Communications— The draft of the Strategic Plan 2003-2008 that was presented to the National Board of Directors at the last meeting in August sets, as the first priority for ASPIRA, enhanced national communications. Significant advances have been made on this front in the past three months

- a) The National Office sponsored a *Tribute to Dr. Antonia Pantoja* in Washington (at the U.S. Capitol) which was attended by over 100 national Hispanic leaders, representatives of Hispanic and non-Hispanic organizations. The speakers included Reg Weaver, President of the National Education Association and Resident Commissioner Acevedo Vilá. The event was videotaped for national broadcast by HITT.
- b) A contract was signed with Platinum Television to develop an eight to ten minute video on ASPIRA for broadcast in 25 markets under the Family Today program series. The video will target the non-Hispanic market. Filming is scheduled for December.
- c) A new joint conference is being planned with Nationwide Insurance to announce the launch of the new Financial Education program in insurance. The news conference will be held November 6, 2003 at the National Press Club and in Columbus Ohio the following day.
- d) ASPIRA was featured in the National Education Association June, 2003 publication *Trends/Issues in Urban Education*, highlighting a discussion on ESEA (No Child Left Behind) with H. Crespo, VP Public Policy at ASPIRA and Raul Gonzalez, NCLR.
- e) ASPIRA's Office of Public Policy has continued to develop and disseminate public policy information through the *Pitture News* and *ASPIRA Public Policy* electronic newsletters.
- f) The National Office has completed the full redesign of the ASPIRA Web Site. The web site, which will be launched in December at the ASPIRA Conference, includes a whole new interface that is visually attractive and simpler than the crowded current page. This interface will facilitate

navigation of the site that has exploded in size over the last year

- g) In addition to the expansion and continuous up-dating of the ASPIRA web site, and at the recommendation of the Council of Executive Directors/Presidents, the National Office is developing a series of publications on ASPIRA for publicity purposes. These will be completed in the Spring and will be distributed for use throughout the Association.
- h) Additional funding this year will allow the National Office to hire a full time Communications Specialist.
- i) With a small grant from Verizon, the National Office will be developing a literacy campaign with a Hispanic artist. Efforts are underway to contact and involve a prominent Latino artist for the program.
- j) Univisión is set to cover the ASPIRA Golf Tournament and Legislative Breakfast on Education in December in Puerto Rico. In addition, ASPIRA (along with other national organizations) was named in a full-page advertisement by Univisión in the Washington Post for its support of the Univisión purchase of Hispanic Broadcasting Corporation.

Program Implementation The extensive efforts during this period were continued to implement of various funded programs. The curriculum for the three-component Financial Education curriculum was completed and is currently being pilot-tested at several Associates. With support from the Citigroup Foundation, Nationwide Insurance Corporation, Morgan Stanley Corporation, and, more recently by GMAC Corporation, this initiative focuses on developing a three-part curricula (printed and on-line) for youth and adults to obtain information on

- 1. Personal finance - Focus on **Banking, Homeownership** (Citigroup Grant) and **automobile ownership** (GMAC grant) that includes such topics as credit, banking, financial planning and home and car ownership.
- 2. Personal Finance - Focus on **Insurance** to protect wealth and assets (Nationwide Insurance Grant), and
- 3. Personal Finance - **Investing and Entrepreneurship** (Morgan Stanley Grant)

ASPIRA's HIV-AIDS Prevention Curriculum will soon be on Web site in Spanish. A guide for middle and high school students for promoting the health professions is being finalized. The Health and Traffic Safety initiatives resulted in several publications (e.g., newsletters, a Mentoring Manual) as well as the expansion of the programs' web sites. In technology, ASPIRA provided training to technical and managerial staff of the Sistema Universitario Ana G. Méndez in Puerto Rico on a fee-for-service basis.

Working Together to Foster the ASPIRA Associates – Technical assistance to the Associates has focused on strengthening ASPIRA schools and the possible accreditation of post secondary schools at ASPIRA of Illinois and ASPIRA de Puerto Rico. Extensive assistance has been provided ASPIRA of Illinois on the curriculum and the technology for the new Mirta Ramirez high school in Chicago. ASPIRA of IL And Puerto Rico are working together on accrediting their respective post secondary colleges so they can qualify to receive Pell Grants. The National Office also provided technical assistance to Associates in securing grants. Most notably, it assisted ASPIRA de Puerto Rico secure an \$800,000 contract with the University of Puerto Rico and assisted in writing the proposal that secured \$300,000 for ASPIRA de PR under the Community Technology Center program.

A second accomplishment in the area of strengthening ASPIRA schools was the creation of an ASPIRA-wide Council of Principals. The Council, which includes the principals of all ASPIRA schools, is designed to be a mechanism to share information, curriculum and other resources among the schools.

In addition to the direct technical assistance, ASPIRA has negotiated a National Line of Credit with Citibank that will be discussed at this meeting. The \$1.5 million line of credit offer from Citibank (of which \$500,000 will be requested) will be used to resolve cash flow issues for all the Associates as well as a fund for start-up programs and innovation. Specific policies are being developed for the fund. This line of credit is the first concrete program negotiated with Citibank under our agreement with the corporation. Other programs will include financial literacy, access of staff and communities to banking and loans on favorable conditions, and others. This is an innovative program, especially since the Association is leveraging the strength of its combined budgets for the first time.

Technology & Technology Technical Assistance – The main advances in technology during this period are:

- a) Planning for a Association-wide training of technical staff to be held in early November in Newark. This one-week intensive training will prepare ASPIRA's technical staff to migrate our system to Microsoft Server 2000 and Active Directory, which all Associated will be using in the near future;
- b) The Association has been various video/teleconferencing alternatives to reduce meeting costs.
- c) As mentioned above, the redesign of the ASPIRA Web Site, which is expected to be launched at the Conference in Puerto Rico in December.

ASPIRA continues to expand its technical assistance to Associate offices on technology with a full time person dedicated to technology and with support from several technology grants.

Grants and Contracts FY 2003 - ASPIRA has been awarded the following grants and contracts for FY 2004, bringing its budget to a revised \$1.56 million.

- a) National Highway Transportation Safety Administration: \$100,000 to continue our work in Highway Safety education;
- b) Office of Minority Health, Department of Health and Human Services: \$100,000 to continue work on the HIV/AIDS education program;
- c) Department of Transportation, District of Columbia: \$75,000 to continue work on highway safety education;
- d) Sistema Universitario Ana G. Méndez: \$85,000 to conduct a training for network managers and staff and to develop security policies for the university system.

Other continuation grants include:

- a) CitiGroup Foundation - \$110,000 this year to complete the Financial Education program for youth focusing on credit, banking and homeownership (curriculum completed);
- a) Nationwide Insurance - \$225,000 to be completed this year for the Financial Education program for youth focusing on insurance education;
- b) Morgan Stanley Co. - \$100,000 this year for a Financial Program focusing on investing (curriculum due to be completed this month).
- c) GMAC - \$35,000 to pilot test a car-buying curriculum for youth in Washington (to be completed in August)

A major accomplishment in this area has been the significant increase in unrestricted gifts to ASPIRA. This year it expected that general operating support grants will exceed \$200,000 not including the SUAGM contract. As will be covered below, the National Office requires only \$4,000 in unrestricted funds this year to cover its general operating costs. This should provide the National Office with a surplus of funds this year.

In addition to grants, ASPIRA is again seeking funding for the ASPIRA Golf Tournament and technology Tools conference in Puerto Rico in December. To date, Coors Brewing has given \$25,000 to the tournament and Univisión has given \$10,000 to the Golf Tournament and the Conference.

Partnerships -- A significant amount of effort was made in further developing ASPIRA partnerships. The main effort was dedicated, as was in the last period, to HACR. ASPIRA is part of the Search Committee working with a search firm to identify and hire a new HACR President and CEO. As treasurer of the HACR board, I have been very active in HACR's accounting and finances assuring that the organization is financially sound.

HACR completed its move to ASPIRA (after remodeling), and is now occupying one third of ASPIRA's space, that will generate almost \$60,000 in annual revenue for ASPIRA.

Other partnerships that were nurtured this period were the CTCNet (Mr. John Villamil, the Executive Vice President is on CTCNet Board), the NEA, which resulted in the new President of the NEA -Reggie Weaver- speaking at the ASPIRA-sponsored Tribute to Dr. Antonia Pantoja, as well as a new Policy Collaboration with the NEA and the National Council of La Raza.

H. Crespo serves on several boards and committees including:

The National Coalition of Advocates for Students, the Department of Education's National Advisory Team of English Language Learners, Dialogue on Diversity, Committee of Advisors, America's Promise National Advisory Committee, National Coalition for Parent Involvement in Education, among others.

ASPIRA signed the MOU with the University of Puerto Rico. The office is currently engaged, with the ASPIRA Associates in the program to recruit students from the mainland to study in a special bilingual program at UPR. Several students from New Jersey are currently studying at the Cayey Campus and a plan is in place to visit schools across the Association to recruit students for next year.

Public Policy - The Vice President for Public Policy unit has made presentations on the implications of No Child Left Behind for the Latino Community at the Latino Prevention Network Conference, held in Chicago, Illinois, and at the NEA Conference in New Orleans in June, 2003

ASPIRA Strategic Plan: 2003-2008 - ASPIRA submitted and presented the draft of the Strategic Plan 2003-2008 to the National Board of Directors during its last meeting. Work is currently underway to develop a specific timeline for activities and to set specific priorities.

As I indicated in my last report, the second Strategic Plan of the ASPIRA Association is a historic milestone in the development of the organization. The first plan set the course for the Association over the past five years. Most of the initiatives of the past five years Association-wide were the result of the planning process. All of the ASPIRA boards were informed of the plan and each modeled the local plan on the national one, enhancing the overall cohesion of the organization.

Finance and Administration - The main efforts in this area have been:

- a) Closing of FY 2003 and preparations for the audit of FY 2003, this is being completed this week.
- b) Developing the proposed budget for FY 04, which will be presented to the Executive Committee at this meeting. The FY 04 budget is proposed at \$1.5

million including only the grants already awarded. This number is expected to grow by the middle of the spring 2004 with new grants. The new budget will allow for hiring at least two new full time staff members.

- c) The completion of the Accounting Manual by González and Associates that includes all policies and procedures for budgeting, accounting, accounts payable and accounts receivable. The Manual will be shared with the Associates as a model so they can revise their own manuals.
- d) The extensive use by ASPIRA of Connecticut of its line of credit provided by the National Office for short-term loans. This line is from the National offices cash, not the endowment fund or line of credit.

The National Office's Line of Credit with Citibank (\$200,000) was renewed. This line is separate from the line being requested for the Association.